## WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

APRIL 15 – 16, 2004 9:00 AM

## **MINUTES**

## **THURSDAY SESSION**

EXECUTIVE SESSION: (8:00 – 9:00 AM)

Appeals

**Superior Court Cases** 

MEETING CALLED TO ORDER

**ROLL CALL** 

GREETINGS: John K. Ecker, Compliance Manager, Region 1

**MINUTES**: January 15 – 16, 2004

*M/S/C* as distributed.

## **CERTIFICATES OF MERITORIOUS SERVICE:**

Name Organization

Val Smith Seattle Meatcutters

## **CORRESPONDENCE:**

M/S/C as attached

#### REPORTS:

## **State Board for Community and Technical Colleges**

Jim Crabbe from the State Board for Community and Technical Colleges, Director of Work Force Education, gave an update on a couple of points.

Mr. Crabbe formally introduced Ms. Pat Ward from the State Board for Community and Technical Colleges. She has been at the state board for some 20 years. She will be the new program administrator for apprenticeship. She was recently promoted but has over 20 years of experience in approving professional technical programs for the system. She's well equipped to handle looking at RSI and related matters. We're happy to have Pat filling in that role.

An update on a couple of points. Recently the governor made available some of the WIA funding, 10 percent discretionary funding, for apprenticeship growth. And that money is available through WDC's, and I'm sure the community is excited about that opportunity to grow apprenticeship in the state. So we're very excited about having that opportunity for the community to move ahead. It's actually a million dollars in projects up to \$250,000 for expansion and growth. It pretty much covers the whole spectrum of apprenticeship from preapprenticeship through upgrade training. It's an exciting opportunity for all.

As you'll remember last time, I updated you on Senate Bill 1061, which was a bill that was introduced to try to expand degree opportunities for apprentices and also to clarify tuition waivers that had to do with apprenticeship. The final report is in the last stages. It will be going to the legislature very shortly. We appreciate the work of all in the community who have been a part of that process. The report on the bill will talk to the fact that we have been able to clean up the language on the ungraded waiver. There will be a public hearing on that ungraded waiver WAC at the state board meeting in Yakima on the 5th and 6th of May. If you would like to attend that public hearing, you can contact us for the time and place.

The board did approve the recommendations on tuition waivers at its prior meeting, and that's new to the community. As you'll remember, we used to have a statewide two-thirds waiver for all apprenticeship folks in doing related supplemental instruction at the colleges. That has been reduced up to a 50 percent waiver at the discretion of colleges. We will be also monitoring what happens with tuition levels at colleges and with programs throughout the year to make sure that we have a handle on what kind of activity that stimulates. So that will be coming up, and that's a change to what's been going on before this time.

Also, the supplemental budget gave us some additional funding and we have continued with our pledge to provide 10 percent of any tuition or any FTE growth to our apprenticeship pool. So that will add another 49 FTE's to the pool of FTE's. That brings it up to just under 500 FTE's that's available to the system targeted for apprenticeship. And that money is actually on the street, so to speak. It's been rolled out to the colleges, and they are working with their partners to submit application for those funds.

#### **Workforce Training and Education Coordinating Board**

Ellen O'Brien Saunders gave an update on several items. Jim had already mentioned the considerable investment that the governor has made out of his discretionary funds to support expansion of apprenticeship. And I know there was a bidders phone conference yesterday. Nancy was on that, I understand, along with Jim and Anne Wetmore. The questions and answers will be posted, if they aren't already, on the Employment Security Web site. And I'm sure the Employment Security rep here today will be able to touch on that initiative more closely. We are always interested in fomenting partnerships. And so that is a theme of the application.

I would like to talk about two dates. I left a bunch of these announcements of public forums that the workforce board is hosting on the draft of the 2004 version of the state's strategic plan for workforce development. Those will be held April 27<sup>th</sup> at North Seattle Community College, and April 29<sup>th</sup> in Spokane. Our chair, David Harrison, will be hosting these, along with other board members and staff.

The point of these hearings is to help the board itself understand if we've got the right issues included in the plan and if the strategies for making change and making both our economy and workforce system better are the right ones. So I encourage the community to participate.

If you're not able to physically be there, we also have a way on our Web site to give us comments in writing. We're trying to make it as easy as possible for you to interfere in our business. That's what we're trying to do here. I would also encourage the Council itself to speak to the plan.

We are promoting the apprenticeship construction apprenticeship academy. We love to see that, in a way, over subscribed because there's so much interest, so we are promoting that through our newsletter and through other methods.

I also left a few of our hold-a-date postcards for the 2004 workforce strategies conference, which will be in Tacoma. It will be November 9<sup>th</sup> and 10<sup>th</sup>. That's right after the election, so I know that we're going to be thinking hard about whatever the changes or the lack of changes mean to all of us in the workforce community and for our state as well as our nation. We will be bringing in, as we have in the past, national folks to talk about the federal scene and what the landscape looks like there.

We do have new numbers on the results of workforce programs, including apprenticeship. Every two years we evaluate the employment outcomes, the wage outcomes, earnings, customer satisfaction, et cetera. And we have new numbers for the apprenticeship program, as well as six others. In May our board will get new numbers for the other four, because we evaluate lots of programs. These numbers are on the Web site. Please use them when you're talking about apprenticeship. Apprenticeship maintains its status as one of the best performing programs. This is no surprise to you, but it is something that I think all of us have to say over and over and over again. Wage outcomes are good. Employment outcomes are good. And so I encourage you to use the new numbers.

The physical publication probably will not be ready until sometime in the summer. But we want the new data used. And, finally, at the last meeting there was a question about the Workforce Investment Act and how it relates to apprenticeship. Melinda asked that question, and we have followed up on it. Of course we were involved in the development of this RFP, which is one significant investment. But we're really wanting to take a good, hard look at something under the Workforce Investment Act called the "individual training account." Sometimes it's called "voucher." And it is essentially the money that follows the student to a training program, usually used for tuition.

We're trying to identify to what extent our ITA is being utilized for apprenticeship and who is doing that around the state; and if they are, how are they doing it, so we can spread the word a to others who are actually approving those ITA's.

Heather Fredericks of our staff is doing this look-see, and we'll be ready at least by the June meeting but certainly, I hope, a little earlier on being a little clearer about the role of individual training accounts for use in apprenticeships.

Any questions?

COUNCILMEMBER WOODS: Ellen, just two things. One is, I want to thank you and your staff for working with the folks with that one million dollar discretionary funds. That was very helpful in identifying that those funds can be used for apprenticeship.

The other arena, as you're looking at the evaluations of the programs, one thing that would be very helpful for us, and especially when we're talking to policymakers, is the ratio of the investment by both the business community and the labor community in apprenticeship as opposed to public dollars.

I think most people don't realize how little public dollars are invested for this tremendous return both to the worker and to the companies and, therefore, the communities. That would be tremendous to have that.

Perhaps we would be happy to work with you and maybe developing a pilot for certain types of industries.

MS. O'BRIEN SAUNDERS: Right. We can talk about the public investment. And Patrick's absolutely right, it's very low. Very low, compared to (a) what it costs, and (b) what other programs have. We don't have access to the other money. We don't know what that is. We know it's multiples of millions, but we don't have it. And we can assert that most of the costs are paid through the industry from employees and employers. But we don't have a number we can put on that, Patrick, so, if there's help there, we would be very open to that.

COUNCIL MEMBER JOHNSON: The building trades right now is compiling all of the information for all of its affiliates that participate in apprenticeship on how much is spent, and we'll get you that information.

Ms. O'Brien Saunders expressed that this was great and a big story. They just haven't been able to fill in the numbers.

#### **Employment Security Department**

Jess Wilson, with Employment Security reported that there's already been talk of this statewide apprenticeship training, and so he would not go into detail as much as he had originally intended. He had handouts of the request for proposals for council members, and enough for the desk out front. In that handout you'll see an additional contact person, if folks have any further questions.

The statewide apprenticeship training request for proposals were issued on April 1<sup>st</sup>, and they're due May 14<sup>th</sup>. So it's a fairly quick turnaround. We want to get the project up and running as soon as possible.

A bit of background is that this year's 10 percent statewide funds for incumbent worker training are being targeted for apprenticeship training and demand occupations. Some of the goals are to close a gap between employers' need for skilled workers in demand occupations and supply of prepared workers through apprenticeship training; support wage progression

for apprenticeship, or for Washington's workforce through apprenticeship training; and increase employer and worker participation in registered apprenticeship training.

The primary activity of what we call WIA SAT, Workforce Investment Act Statewide Apprenticeship Training, projects is training for incumbent and apprentices, folks who are already employed in the industry.

As mentioned, it was a million thirty thousand; at the very most, \$250,000 per proposal by the 12 Workforce Development Councils around our state. Workforce Development Councils are the only designated applicants. So if you have any questions or have any proposal ideas, you want to contact one of your 12 Workforce Development Councils from around the state.

In addition, there's already some brief mention of the folks who helped develop their cooperative efforts through this multi-agency effort. Jamila Thomas-Roberts of the governor's office; Cathy DeJulio and Ken Pugh of Employment Security; Anne Wetmore from Department of Labor; and Nancy Mason with Department of Labor and Industries; Randy Loomans, Washington State labor Council; and Martin McCallum, the Workforce Training Education Coordinating Board. Thank you so much for your help on getting this project up and running.

Lastly, I've only got two things, the apprenticeship Web site that Employment Security manages based on the governor's executive order, continues to see marketable results of job seekers and customers who want to know more about apprenticeships and the programs out there in the local community. Last year we had on an average of 1,200 job seekers actually go on the Web site and request additional information via the on-line system. They can actually do this electronically.

January and February we continued to see those same numbers. In March, instead of 1,200 requests for additional information, we saw 2,600. Now, we'd like to be able to contribute that to a heightened awareness in the apprenticeship, whether it's programs like this, you folks out there are doing your thing as well, maybe even Donald Trump's program on TV. We don't know. But we like to see it.

## Apprenticeship Training, Employer, and Labor Services (ATELS)

Anne Wetmore reported on three items.

The first is a GAO report - request. Senator Patty Murray and Ted Kennedy both had put in a request to the General Accounting Office to investigate the US Department of Labor ATELS administrative oversight of approved apprenticeship programs, including graduation rates, duration of training, and wage levels. This request is being reviewed by the GAO at this time. We view this request, as far as from ATELS, as a positive step in assuring quality and consistency of apprenticeship programs nationwide. I will, as soon as I know more information, as soon as GAO reports if they are going to do an investigation, I will certainly let everyone know on this.

Second item, is the advisory committee on apprenticeship. They have appointed a subcommittee to look at revising the CFR's, CFR 2929, it's probably about time they do that. We have a group of three people that have been appointed – one from labor, one from management, and a public member. I'm only familiar with one of the names. George Bliss, from UA, is on there from labor. I'm not sure who the management and public member is. But they are going to be reviewing the CAR 2929, not 2930, coming back with recommendations to the committee. They will look at the recommendations, and then will decide what to put out for public hearing. So there will be a time to respond on what you think about these proposed recommendations will be. And they're looking at trying to do it within the next few months. I never like to give time frames because things usually take longer than they say. But I will be reporting back to Nancy, who can let everyone know this process, both for the GAO request and also the advisory committee with the CFR review.

The last thing I wanted to mention, last night we had the Washington State apprenticeship cosmetology pilot program advisory committee meeting, at which Reggie Kaiser from the Council attended. They're doing some really groundbreaking things here.

I think last year you heard that the legislature passed a bill to allow this pilot apprenticeship program which will allow a person to come in and train in a state-registered apprenticeship salon and have apprentices to learn on the job and in classroom. Many of the people who couldn't afford to pay \$8,000 for a private beauty school and then get their license and then start making money, this allows them to start making money at the beginning. Thus, it's a pilot. Up to 20 salons are allowed, and I'd like for everyone in the audience who are members of the cosmetology either apprenticeship committee or advisory committee or involved in this to stand up, because I think we've got some people here that have been real involved from Everett. Timothy Corpus and Kay Hirai, and Lynn Wilson have all helped with it. They're going to be up before you for standards approval. I think we've got some really good success from this. We're going to be able to show that this will be a great way to allow workers to come into this industry and make good money.

Nancy Mason also attended the National Advisory Committee on Apprenticeship. The public member who is currently working in a management capacity, maybe also a public member, for Goodwill Industries, a name you might remember, who was involved with the CFR rewrite, is a man named James Van Erden.

## Office of Superintendent of Public Instruction – None

## <u>Higher Education Board - None</u>

## **Labor and Industries Affirmative Action Advisory Committee**

Peter Guzman reported that the Affirmative Action Advisory Committee had a guest speaker yesterday, Chris Babin, from Whatcom Community College. He gave us a presentation on WorkFirst

WorkFirst replaced the old welfare system, which was known as AFDC, aid to families with dependent children. That program gave incentives not to work. And under the new WorkFirst program, they came to us from federal legislation, or otherwise known as TANF, temporary assistance to needy families, has an incentive to work, not to work as the previous

program. It's a partnership in our state between Employment Security, Department of Social and Health Services, State Board for Community and Technical Colleges, and the Workforce Training and Education Coordinating Board. This program helps people overcome barriers to employment, helps you develop an individual responsibility plan, helps you with some job search services, and other programs and training that help you get to work. The key to success in our state has been the partnership between business and labor. I forgot the percentages, but I think roughly over the half of the people that were on welfare previously are no longer on welfare and many of them are not coming back, so I think it's been a great success.

One of the questions that was asked by one of the participants in the audience about the WorkFirst system, as it relates to satisfying the WorkFirst work requirement, was that apprenticeship often is not viewed as a legitimate workplace. And that's something that I know is not correct, but some of the coordinators mentioned that it has been a problem with trying to get apprenticeship ads, a legitimate workplace activity. So maybe that's something that maybe the Council can help us overcome. It was suggested that the governor's sub two cabinet level might be a proper place to maybe discuss this and get this issue resolved.

The other issue that was raised, as far as access to apprenticeship, is that the lack of a valid driver's license continues to be an impediment to opportunities in apprenticeship. I know that are various reinstatement driver's license programs throughout the state: King County; I just heard yesterday there's one here in Bellingham that I wasn't familiar with; Tacoma has one. But it continues to be a problem, and just want to ask this body that if you can help us raise the level of awareness, maybe get some funds towards a more reinstatement driver's license program, so that we can overcome this.

I know there's other issues, like lack of child care, but driver's license continues to raise to the top as an impediment to - to apprenticeship.

## Labor and Industries Apprenticeship Retrieval Tracking System (ARTS) Upgrade

Nancy Mason reported that the ARTS Web project continues to be upgraded on a monthly basis. A lot of folks are using it. It's menu-driven. We encourage you to go on the site. If you run into any problems, please let Michael Thurman know. We're actually getting pretty good feedback. We found a couple of wrinkles early on that have been corrected. We encourage you to use this system.

I know that a lot of the office staff folks in your apprenticeship program offices really do like having the on-line forms for being able to do business with us in the apprenticeship section. If you have more suggestions on ways to improve it, please let Michael Thurman know. But we are working into some finer upgrades with the system, and it seems to be working well.

#### **General Administration, State of Washington**

Nancy Mason reported for John Lynch who couldn't be here, but the April 2004 GA apprentice-journeymen participation summary is out on the information table. And there should be a copy in front of each councilmember.

## Oregon State Apprenticeship and Training Council - None

### **Washington State Coordinators' Association**

William McCartan reported on behalf of Bill Bowser who was not able to make it.

Yesterday the Washington Coordinators' Association held their quarterly meeting. We first received a report from Karen Carter, the new AC 2 position for the WSATC, gave a report on apprenticeship numbers and programs. Also reported she had just started her program January 1<sup>st</sup>. As Nancy just mentioned, on the ARTS program, they're continuing to educate on it. One key point is the old system went down a month ago.

Spoke on the Hats and Boots property acquisition next to the Duwamish apprenticeship training center, and also reported on the backlog of investigation being done with the new position that was opened.

Anne Wetmore, ATELS, was unable to make the meeting yesterday, so she gave the report today.

Received a report from the Eastern Washington Coordinators' Association. That's Pete Nicacio, gave a report on their quarterly meeting. Primarily the things that came out of it, expressed concerns about the tuition waivers and FTE issues. Positive thing, apprenticeship numbers are going up this year as far as forecasted. That's on the east side.

Western Washington Coordinators' Association, Lee Nugent gave a report on their quarterly meeting, which was held at the carpenters new training center in Kent. He gave very positive reports on their facility; reported that the Sound Transit project is finally started and going. Hope to bear fruit from that soon. He also commented on the changes in apprenticeship completion rates, as far as them improving. His concerns are that the probationary periods are not counted towards those rates and like to also see it reported by trade, not necessarily through the whole thing, to represent individual programs.

Through the coordinators' association meeting, the comment was made about needing better notification of apprenticeship-related meetings, at least to the coordinators' association directors from the east and west side and the state one, whether it be through the State Board of Community and Technical Colleges, this body, or any apprenticeship-related issues throughout the state, there seems to be a struggle with communication so that everyone involved is notified properly of the meetings, so stress for improvement on that aspect. And he also made acknowledgment of Mark Maher for his work done on the Hats and Boots property, as far as the acquisition of it. He did a great job.

We did receive a report from Pat Ward of the community college board. Most of the things she touched on were the same that Jim Crabbe reported on earlier. A few other things in response to Mr. Nugent's request, she did invite anyone to give her a business card to create an e-mail list, so anything that's going through their appropriates, she will definitely copy the appropriate people on e-mails for notification on meetings. She also reported that she will be sending a survey to the colleges to, as Mr. Crabbe alluded to, see how the current allocation practices are being done for FTE's, and she discussed the term of waiver behavior. They're going to be monitoring it and ask input from all of the coordinators also to help draw a good picture of how that money's being allocated so that it can be monitored appropriately.

She also gave clarification on the change in language for Bill 1061. There were some questions that came up with it that weren't being able to be answered. Hopefully when the answers come up, as far as clarifications, that will be forwarded accordingly.

We had two guest speakers. "Helmets to Hard Hats", John Little and Mark Maher reported on that. We saw two videos and a slide show. They encouraged all the trades to sign up to that through their Web site. Apparently a lot of the military personnel that's getting ready to turn out, use the Internet as a source for determining where their education - or where their future careers are going. That's a great opportunity for our programs to advertise in a direct link to come into apprenticeship-type programs.

Our second guest speaker was Red Horse, that's the Air Force Air National Guard. It's kind of the opposite. Instead of helmets to hard hats, it's our current hard hat people back to helmets. It's an Air National Guard. They currently have 51 positions that are available here in the state of Washington. Great opportunities, especially for some of our out-of-work apprentices that are looking to subsidize and also help sell the country. They had a great presentation video, so their primary goal was recruitment, to use us for recruitment purposes. Meeting adjourned at 3 o'clock.

### **New and Emerging Apprenticeship Consortium**

Ed Mathers, from Pioneer Industries and Tim Busch, the chair of the Washington Public School Classified Employees JATC reported that he was newly appointed as the acting chair for a new group, which is called the New and Emerging Apprenticeship Consortium. It's a group of individuals that have been meeting for the last year, and we represent industries such as culinary arts, education, health care, social services, and manufacturing. Our purpose is to support new programs and to provide a network to assist with the growth of such programs. We began with a group of informal meetings, as I mentioned before. We met on Monday and made the determination that we wanted to formalize our activities. And at this time I'd like to thank both Nancy Mason from L & I and Anne Wetmore from ATELS for helping facilitate the start of the meetings that we have held. We plan to have an additional meeting this spring, and we're interested in having more involvement from other industries. In addition, we'd like to have the opportunity to report on our activities at the next council meeting.

## Secretary, Washington State Apprenticeship and Training Council

Patrick Woods had just a updates as the result of last session. Unfortunately the bill that would have put into statute the governor's executive order on apprenticeship utilization did not get passed. We were very disappointed about that. That is something that we will hope will be continued in the next legislative session. I know it's something that's very important to the Council and to the Department.

In addition we did have one key success. I think it's a key legislative success, it is the Hat and Boots facility that has been mentioned. That has been an uphill battle. I know there are members of the Council that have worked on that. And in particular, as was mentioned, Mark Maher, tremendous advocate and leadership in that arena. In addition we have Pinky

Dale here who was involved in that; Lynn Wilson; and of course Jill Wakefield from the South Seattle Community College; and Lincoln Ferris, who also played a key role in that.

This is a key issue because it's about a \$5.6 million transferal to the South Seattle Community College in that land base from the Department of Natural Resources. So, for all of those who were involved in that, thank you very much.

Some key things that I know are of interest to you as the apprenticeship community. We've had a number of complaints over the last few years regarding apprenticeship programs. It came to a total of 90 complaints. We have reduced that down to 30 complaints. We have investigated those, and we're proceeding with various actions related to those complaints. Part of our ongoing commitment to the Council and the apprenticeship community, that we will ensure a level playing field for all of the folks who are involved in apprenticeship. In the same regard, within the division of specialty compliance that I'm involved with, we have put a new emphasis on a level playing field that many folks in the audience would be interested in. The electrical community has voiced concerns. We have established a task force with compliance efforts throughout the state, and that will be moving throughout Washington ensuring that people are getting permits and that they're licensed and that they're certified.

In addition, prevailing wage in apprenticeship continues to work together to ensure there is the level playing field for folks involved in that, and again, across the agency in Labor and Industries, from workers' compensation to the work place safety and contractor registration.

## WSATC Compliance Review and Retention Subcommittee

Dave Johnson reported that the Washington State Apprenticeship and Training Council Compliance Review and Retention Subcommittee met yesterday. The meeting was started at 9:05.

### Old business:

Item No. 1. Eastside Fire and Rescue Fire Fighters Apprenticeship Committee. It was moved, seconded, and carried to find the program out of compliance for good faith effort for the review years 1999 to 2002. They're to come back before the Council Compliance Review and Retention Subcommittee January 2005, in Tumwater with what corrective action they have taken to remedy the problems discussed. The problems were: The dilemma, getting women and minorities through the testing hoops before the program can make a hiring decision; retaining those they may bring on; submitting an app - affirmative action plan for the January 2005 meeting in Tumwater; and the lack of documentation being brought up to date.

Item No. 2. Inland Northwest Masonry Apprenticeship Committee. Anne Wetmore suggested that this committee talk with the bricklayers in Western Washington to see how they fund the program on a less expense level. Talked with WDC for dollars for training. ANEW, Joanna Dugger, Suzanne Bettenger, Connie Ashbrook, and Mark Maher. All do a good job. Moved, seconded, and carried to find the program in compliance by numbers for minorities and by good faith effort for females for 2003.

Item No. 3. Pasco Millwrights Apprenticeship Committee. Moved, seconded, and carried to have the Department write a letter to the Pasco Millwrights Apprenticeship Committee directing them to invite their apprenticeship coordinator and training coordinator to their next

JATC meeting. There was also a replacement motion. It was moved, seconded, and carried to have the Department write a letter to the Pasco Millwrights Apprenticeship Committee directing them to invite their apprenticeship coordinator and training coordinator as regular attendees to all future JATC meetings until they're found to be in compliance. Moved, seconded, and carried a representative of the committee is to be invited to the October Washington State Apprenticeship and Training Council Compliance Review and Retention Subcommittee meeting in Spokane.

Item No. 4. Seattle Meatcutters' apprenticeship program. Moved, seconded, and carried to find the program in compliance by numbers for minorities and by good faith effort for women for 2003.

Item No. 5. Western Washington Plasterers Apprenticeship Committee. Moved, seconded, and carried to find the program in compliance by numbers for minorities and by good faith effort for women in 2003.

Item No. 6. Discussion of comments on roles and responsibilities of the Compliance Review and Retention Subcommittee. The following was read into the record. This is a draft report on the overall roles and responsibilities of the Compliance Review and Retention Subcommittee. (As read:) The Washington State Apprenticeship and Training Council Compliance and Retention Subcommittee shall be responsible to review Washington State Apprenticeship and Training Council approved apprenticeship programs with five or more apprentices for operational compliance, affirmative action compliance, and retention The committee shall review records provided by the Apprenticeship Department and make recommendations for corrections, sanctions, suspensions, and/or cancellation for programs out of compliance of apprenticeship standards and/or apprenticeship regulations. The Washington State Apprenticeship and Training Council Compliance Review and Retention Subcommittee shall review current retention statistics graduation percentages - per industry segment and set retention goals per industry segment. The retention goals shall include exemptions approved by the Washington State Apprenticeship and Training Council for each industry segment. Apprenticeship program compliance reviews will be conducted in the form and format approved by the Washington State Apprenticeship and Training Council. New apprenticeship programs shall be reviewed annually by the committee for the first three years. Existing programs will be reviewed each year unless they have been found to be in compliance. Programs in existence for three years or more and have been found to be in compliance by numbers during the previous review will not be scheduled for review for two years. Additional reviews may be scheduled based upon complaints about the operation of the program directive from the Washington State Apprenticeship and Training Council or if department staff detects indicators that the program is not operating in compliance. Apprenticeship programs found to be in operational compliance, in affirmative action compliance, and have demonstrated a retention rate over the past three years at or above the retention goal for their industry segment will not be scheduled for a program compliance review for the following four years. Additional reviews may be scheduled based on complaints about the operation of the program, directive from the Washington State Apprenticeship and Training Council, or if staff detects indicators that the program is not operating in compliance. There were question - there was a question-andanswer period afterwards. There was also mention of exit interview questionnaires being part of what the committee would review. Anne Wetmore commented that the national level is also looking at retention rates.

Meeting was adjourned at 11:25.

Chairman Crow announced that they would take a few additional comments under Item No. 3, and I'll do a little bit further explanation on what you just heard.

### **WSATC Tribal Liaison Subcommittee**

Reginald Kaiser reported that the tribal relations subcommittee members will be meeting with the Lummi tribe apprenticeship committee here in Bellingham on April 22nd from 9:00 a.m. to 3:00 p.m. We will be meeting at the Northwest Indian College. And for those members who don't know where it's at, I do have a map available. I have not yet received an agenda from the Lummi tribe apprenticeship committee, but as soon as it's available, I will forward it to each member.

We look forward to this meeting.

## WSATC Policy Subcommittee – None

### WSATC Annual Report Subcommittee

Susan Crane reported that the draft of the annual report is available for review. It's out on the handout table.

## **WSATC Reciprocity Subcommittee**

Reginald Kaiser reported that last Tuesday he received information from the Southwest Washington coordinator that there may be problems with the Oregon State reciprocity agreement. I'm asking for the reciprocity committee members to meet with me at the end of the day so that we can discuss this issue and see where we go from here.

#### **WSATC Special Subcommittee – None**

WSATC Strategic Planning Committee - None

WSATC Tie-Breaker Committee - None

## WSATC WAC/RCW Committee

Susan Crane reported that the committee has proposed rules to present to the Council for adoption.

In your binders you will find the rule adoption CR 103 and other related information on the subject of "Apprenticeship Program Standards Objection Process."

The rule-making is the result of the Policy Subcommittee, which has met several times to discuss revisions to the current apprenticeship program standards objection process. As you may recall, that subcommittee developed a policy and form that were approved at the July 2003 WSATC meeting.

The WSATC approved the form but sent the draft policy back to the subcommittee for further review. In October 2003 the Council approved the policy. The rule adoption clarifies the apprenticeship program standards objection process. These rules changes are consistent

with the current policy adopted by the Council but establish specific time frames relating to objections of apprenticeship program standards.

In addition, the rules clarified that it is the Council chair or designee who is allowed to preside over adjudicative proceedings that are held before the Council.

We received both oral and written comments on the proposed rules. The rule language reflects changes based on the comments received. The proposed rule is now ready for the Council's approval. I will make that motion tomorrow.

Ms. Mason introduced Christine Swanson from the Department, who is the new rules person, Patrick's administrative staff. Christine has taken Josh Swanson's position and is assisting with this role. If there's any questions, Christine is here to assist the Council.

## WSATC "Final Order" Status Report

Nancy Mason reported that the Department has compiled a list. This is a result of Council Member Johnson's motion from last quarter, having an update of where the statuses of all of the Council's final reports are issued as a result of appeal hearings.

The other request that I had from Chairman Crow and Vice-chair Melinda Nichols was to develop a motion concerning programs that do not comply with Council final orders.

Ms. Mason read into the record: This is a proposed draft motion concerning Washington State Apprenticeship and Training Council final orders. (As read:) The policy from the Washington State Apprenticeship and Training Council: The intent of the Council's final order is that the apprenticeship program enact, reinstate, or comply with the final order on the date that it is issued. Specifically for the reinstatement of apprentices this means to make the apprentice "whole" as soon as possible.

Apprentices are to be reinstated to active status on the date of the final order of the Council. The apprentice is to be reemployed with the training agent immediately, if they were employed when they were counseled - cancelled. If they were not employed, they are to be reinstated in the out-of-work list in the same position they were when they were cancelled. The apprentice is to re-enter school/RSI training where they were when they were cancelled and given a reasonable time to make up any RSI that they may have missed.

If the apprentice program - if the apprenticeship program fails to comply with the Washington State Apprenticeship and Training Council final order, effective the date of the final order, the apprenticeship program will face sanctions, up to and including cancellation of the program at the next regularly scheduled Washington State Apprenticeship and Training Council quarterly meeting.

## **WSATC Members – None**

#### **UNFINISHED BUSINESS:**

1. OAH's Proposed Finding of Fact, Conclusions of Law, and Decision RE: IPC/ABC

*M/S/C* to concur with the Department and standards to be cancelled and bar them from reapplication for a minimum of five (5) years.

- 2. Construction Industry Training Council Plumber- Geographical Expansion *M/S/C* to allow for expansion.
- 3. Roles and Responsibilities of WSATC Compliance Review and Retention Subcommittee *M/S/C* to distribute and continue to take comments on draft.
- 4. Leah Masci to address the Council regarding apprentice concerns from Council order M/S/C to write a letter of admonishment to the sponsor if they have not complied.

#### **NEW BUSINESS:**

5. Request for reciprocity recognition to the ALASKA ELEVATOR CONSTRUCTOR JATC to be recognized as registered apprentices in the state of Washington for prevailing wage purposes.

*M/S/C* to recommend approval for reciprocity for all work and update into the new WSATC standards format.

#### 6. BINYON VISION CENTER

Dispensing Optician

(DOT 713.681.010)

6.000 hours

**NOTE:** Request for exception to the 1 to 1 ratio i.e.: 2 apprentices to 1 journey level personnel.

*M/S/C* to recommend approval of new standards and ratio exception. The ratio exception effect is to be reported on an annual basis to the WSATC for five (5) years

#### 7. KIMBERLY-CLARK INDUSTRIAL PLANT PROGRAM

Industrial Maintenance Electrician (DOT 829.261.018)

M/S/C to recommend approval of new standards.

8,000 hours

Proposed Committees: NONE

## Revised Standards:

## 8. COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan *M/S/C* to recommend approval with the following clarifications:

- "recent related construction" would be a minimum of 40 hours
- > "substantial" worked more than at day labor

## 9. EASTERN WASHINGTON - NORTHEAST OREGON PIPE TRADES APPRENTICESHIP COMMITTEE

Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan

Section IX: Related Supplemental Instruction
Section X: Administrative/Disciplinary Procedures

*M/S/C* to recommend approval with program's agreement to mark "state community/technical college" in their standards.

## 10. GLAZIERS, ARCHITECTURAL METAL AND GLASSWORKERS APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications

Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan

Section X: Administrative/Disciplinary Procedures

*M/S/C* to recommend approval (Concerns about how 'direct entry' would effect EEO requirements)

### 11. HAIR WE ARE LLC

Section II: Minimum Qualification

Section VIII: Work Processes

M/S/C to recommend approval and as based on the requirements of consistency within like standards, in addition to Department of Licensing requirements for the Cosmetology Apprenticeship Pilot program, the sponsor respectfully requests to adjust the Work Processes for Cosmetologist as follows:

$\triangleright$	Theory	10 hours
$\triangleright$	Esthetics Services	100 hours
$\triangleright$	Manicure & Pedicure Procedure & Services	100 hours
$\triangleright$	Shampooing	160 hours
	Scalp & Hair Analysis (Disorders of Scalp & Hair)	60 hours
	Hair Cutting – Women and Men	750 hours
	Hair Styling	300 hours
	Cutting & Trimming of Facial Hair	50 hours
	Artificial Hair, Wigs, Hairpieces, Braiding & Extensions 40 hours	
	Chemical Waving & Permanent Waving	340 hours
	Hair Coloring & Bleaching	650 hours
	Disease & Disorders of the Scalp, Hair, Skin & Nails	25 hours
	Safety including proper use & storage of chemicals,	
	Implements & electrical appliances	100 hours
	Safety, Sanitation & Infection Control	100 hours
	First Aid	100 hours
	Temporary Removal of Hair	20 hours
	Theory of Facial Treatments (without aide of machines) 95 hours	

### TOTAL HOURS: 3000

## 12. INLAND EMPIRE PLUMBING AND PIPEFITTING INDUSTRY APPRENTICESHIP TRAINING COMMITTEE

Section II: Minimum Qualifications

Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan

*M/S/C* to recommend approval with the following:

**II.Testing:** delete language as follows:

Exceptions – Residential and Light commercial Plumber applicant test scores will only be advisory

**II.Other: a**. Delete language as follows:

All applicants must have been a resident of the area covered by these standards for 1 (one) year prior to application

*II.Other: c. Delete language as follows:* 

And again when applicant is dispatched for work (at applicants expense).

*III.A.4.f.* Revise the statement to read:

Submit results of the completed Non-DOT drug test by Pathology Associates Medical Laboratories, 110 West Cliff, Spokane WA with negative results within 30 days of applicants first interview

*III.A.6.* revise the language to read:

There will be no discrimination after selections have been made, including but not limited to job assignment, promotion, layoff, termination, rates of pay or other forms of compensation, or conditions of work. All selected applicants shall be subject to the same job performance requirements.

## 13. INTALCO ALUMINUM CORPORATION JOINT APPRENTICESHIP TRAINING COMMITTEE

Section II: Minimum Qualifications

PULLED FROM THE AGENDA FOR NO SPONSOR REPRESENTATIVE.

## 14. LEWIS COUNTY PUD APPRENTICESHIP COMMITTEE

**New Occupation:** Tree Trimmer DOT#408.664-010 4000 hours

Section II: Minimum Qualifications
Section IV: Term Of Apprenticeship
Section V: Initial Probationary Period

Section VI: Ratio Of Apprentices To Journey Level Workers

Section VII: Apprentice Wages Section VIII: Work Processes

Section X: Administrative/Disciplinary Procedures

*M/S/C* to recommend approval.

#### 15. NORTH PUGET SOUND CARPENTERS JATC

Section X: Administrative/Disciplinary Procedures

M/S/C to recommend approval. (Rationale for 'demote' apprentice – to get uniformity in all carpenters programs – already used in King County — also in WAC 296-05-318 2(b))

## 16. NORTHWEST WASHINGTON ELECTRICAL INDUSTRY JOINT APPRENTICESHIP AND TRAINING COMMITTEE

## Remove the following occupations throughout the standards:

Appliance Serviceman

Oil Burner Electrician

Radio-Television

### Change the following occupations to read throughout the standards:

"Construction Electrician" to "Construction Electrician (Inside Wireman)"

"Low Energy/Sound and Communication Technician" to "Limited Energy/Sound and Communication Technician"

"Residential Wireman Apprentice" to "Residential Wireman"

#### **COVER**

Information added after Introductory

Section I: Geographic Area Covered (area change)

Section II: Minimum Qualifications

Section III: Conduct Of Program Under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Equal Employment Opportunity Plan

Section IV: Term of Apprenticeship
Section V: Initial Probationary Period

Section VI: Ratio Of Apprentices To Journey Level Workers

Section VII: Apprentice Wages and Wage Progress

Section VIII: Work Processes

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

Section XI: Committee-Responsibilities and Composition

Section XII: Subcommittee

Section XIII: Training Director/Coordinator

M/S/C to recommend approval with correction of typo on page 4 "other" should be 'covered'. (program wants to bring standards into align with national standards)

## 17. PIERCE TRANSIT/ATU LOCAL #758 APPRENTICESHIP COMMITTEE

Section V: Initial Probationary Period

Section VI: Ratio of Apprentices to Journey-level Workers

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

*M/S/C* to recommend approval with the following clarifications:

II.Education a. High school graduation or GED equivalent plus 2 years mechanical schooling within the last five years, with a passing score of 'C' or better. (Equivalent mechanic work experience may substitute for education on a year for year basis)

b. specific criteria and attributes required as per WAC 296-05-419 -

didn't get addressed

II.Other: b. 'Coach Heavy Duty Mechanic' and 'Facilities Maintenance Mechanic' appear to be condition of employment; define 90 days from employment start date, the same as apprenticeship start date

### VIII.A.4. change to 2800 hours

## 18. PUBLIC UTILITY DISTRICT NO. 1 OF BENTON COUNTY, IBEW #77 APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications

Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan

Section IV: Term of Apprenticeship
Section V: Initial Probationary Period

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section IX: Related/Supplemental Instruction

*M/S/C* to recommend approval.

## 19. WASHINGTON PUBLIC SCHOOL CLASSIFIED EMPLOYEES APPRENTICESHIP COMMITTEE

**Change occupation** "Facilities Custodial Services Technician" to read "Facilities Custodial Services Technician I" and from 4000 to 3000 hours throughout the standards.

**New Occupation:** Facilities Custodial Services Technician II 3000 hours

COVER:

Section II: Minimum Qualifications
Section IV: Term Of Apprenticeship
Section V: Initial Probationary Period

Section VII: Apprentice Wages Section VIII: Work Processes

Section X: Administrative/Disciplinary Procedures

*M/S/C* to recommend approval.

#### 20. WASHINGTON STATE COSMETOLOGY APPRENTICESHIP COMMITTEE

Section VIII: Work Processes

M/S/C to recommend approval with the following clerical changes to "request for revision of standards submitted" to L&I on March 5, 2004:

- ➤ Manicuring:
  - Replaced 'miscellaneous' with 'Theory .... 20 hours'
  - Hand & Foot Massage added "as it relates to cosmetology"
- Cosmetology:
  - Added "Manicuring" to Pedicures procedures and services 100 hours
  - Replaced the Manicuring (which was added to the above) with "Esthetics Services ... 100 hours.

### 21. WASHINGTON STATE CULINARY APPRENTICESHIP COMMITTEE

Change occupation "Dinner Cook" to read "Cook" throughout the standards

Cover

Section II: Minimum Qualifications

Section III: Conduct Of Program Under Washington Equal Employment Opportunities Plan

Section VIII: Work Processes

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

Convert to new WSATC Standards format.

*M/S/C* to recommend approval with update into new standards format.

## 22. WESTERN WASHINGTON CEMENT MASONS APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications

Section III: Conduct Of Program Under Washington Equal Employment Opportunity Plan

Section VIII: Work Processes

Section X: Administrative Disciplinary Procedures

Section XI: Committee - Responsibilities and Composition

*M/S/C* to recommend approval with program in agreement to remove CBA from Section III.A.5 and the following:

- ➤ III.A.7.a. (Direct Entry) An individual who successfully completes an OPCMIAsponsored Job Corps program, the applicant must:
  - *Meet the minimum qualifications*
  - Complete an application form
  - Provide reliable documentation to substantiate successful completion of OPCMIA – sponsored Job Corp program.
- > III.A.7.b. (Direct Entry) Employees of participating employers who are promoted from another classification covered by the collective bargaining agreement to apprentice may receive direct entry status provided they:
  - Meet the minimum qualifications
  - Complete an application form
  - Be employed by an approved training agent to these standards

## 23. WESTERN WASHINGTON LATHING, ACOUSTICAL & DRYWALL SYSTEMS & THERMAL INSULATION INSTALLERS APPRENTICESHIP COMMITTEE

Section X: Administrative/Disciplinary Procedures

*M/S/C* to recommend approval with the following definitions in Section VI:

- > Commercial: Acoustical Applicator, Gypsum Drywall System Installer, Lather, Insulation Applicator
- ➤ Residential: Residential Drywall Applicator (1:1 ratio)

## 24. WESTERN WASHINGTON MILLWRIGHTS

Section X: Administrative/Disciplinary Procedures

*M/S/C* to recommend approval.

## 25. WESTERN WASHINGTON PILEDRIVERS, BRIDGE, DOCK & WHARF JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section X: Administrative Disciplinary Procedures

*M/S/C* to recommend approval with clarification of Section VI to reflect the titles as they are on the cover page of the standards ("millwrights" to be taken out)

#### 26. WESTERN WASHINGTON PLASTERERS APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications

Section VIII: Work Processes

Section X: Administrative/Disciplinary Procedures

*M/S/C* to recommend approval with the following:

- ➤ II.Testing: Physical Agility Test (WorkSTEPS) please specify test is pass/fail, acceptable score required is pass.
- > II.Testing.Other.5. Please delete redundant statement
- ➤ III.A.2. (ADD) ", and WorkSTEPS Physical Agility Test (pass/fail)" between "..proof of reliable transportation" and "shall be provided within 30 days…"

## 27. WESTERN WASHINGTON SHEET METAL JATC

**New Occupation:** Sheet Metal Test, Adjust and Balance 804.281-010 9000 hours COVER

Section II: Minimum Qualifications

Section III: Conduct Of Program Under Washington Equal Employment Opportunity Plan

Section IV: Term Of Apprenticeship Section V: Initial Probationary Period

Section VI: Ratio Of Apprentices To Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

M/S/C to recommend approval with the removal of all references to "abide by the course rules and regulations of the Western WA Sheet Metal JATC" throughout the standards because there were no additional course rules and regulations submitted by the program as required by the WSATC standards format boilerplate statement XI.B.3.

Cancellation Of New Apprenticeship Committees: **NONE** 

Cancellation Of Apprenticeship Standards: NONE

## ADMINISTRATIVELY APPROVED REVISIONS:

## 28. BOEING/IAM JOINT APPRENTICESHIP COMMITTEE, THE

Section XI: Committee – Responsibilities and Composition

## 29. CHELAN COUNTY PUBLIC UTILITY DISTRICT NO. 1 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

## 30. CITY OF CASHMERE LIGHT DEPARTMENT APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

## 31. CITY OF TACOMA - LIGHT DIVISION APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XII: Subcommittee

#### 32. CITY OF TACOMA WATER DIVISION APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

#### 33. FERRY COUNTY PUD NO. 1 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

#### 34. GRANT COUNTY PUD NO. 2 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director

## 35. GRAYS HARBOR AREA CARPENTERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

## 36. GREATER PUGET SOUND AREA PRECISION SHEET METAL APPRENTICESHIP COMMITTEE

Section VII: Wage Progression

#### 37. INLAND EMPIRE ELECTRICAL TRAINING TRUST

Section XI: Committee – Responsibilities and Composition

## 38. INLAND PACIFIC CHAPTER ASSOCIATED BUILDERS AND CONTRACTORS (Construction Electrician)

Section XI: Committee – Responsibilities and Composition

## 39. INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS, LOCAL 19 - NATIONAL ELEVATOR INDUSTRY EDUCATIONAL PROGRAM

Section XI: Committee – Responsibilities and Composition

## 40. KENT FIRE FIGHTERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

## 41. KING COUNTY CARPENTERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

## 42. LAKEVIEW LIGHT & POWER AND IBEW LOCAL UNION #483

Section XI: Committee – Responsibilities and Composition

#### 43. LU 112-NECA ELECTRICAL APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

## 44. MASON COUNTY PUD #1 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

## 45. NORTH PUGET SOUND CARPENTERS JATC

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

## 46. PACIFIC COUNTY PUD NO. 2 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

## 47. PACIFIC NW IRONWORKERS & EMPLOYERS APPRENTICESHIP AND TRAINING COMMITTEE LOCAL # 14

Section XI: Committee – Responsibilities and Composition

Section XII: Subcommittee

### 48. PIERCE TRANSIT/ATU LOCAL #758 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

## 49. PUGET SOUND ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section XI: Committee – Responsibilities and Composition

## 50. SEATTLE AREA PLUMBERS, PIPEFITTERS, REFRIGERATION, AND MARINE PIPEFITERS APPRENTICESHIP COMMITTEE

Section III: Conduct Of Program Under Washington Equal Employment Opportunity Plan

## 51. SEATTLE AREA ROOFERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

## 52. SEATTLE HEAT AND FROST INSULATORS AND ASBESTOS WORKERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

## 53. SEATTLE MEAT CUTTERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

## 54. SOUTHEASTERN/NORTHEASTERN OREGON SHEET METAL WORKERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

## 55. SOUTH PUGET SOUND CARPENTERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section XI: Committee – Responsibilities and Composition

## 56. WASHINGTON STATE CULINARY ARTS APPRENTICE COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

#### 57. WASHINGTON STATE DEPARTMENT OF CORRECTIONS

Section XI: Committee – Responsibilities and Composition

# 58. WASHINGTON STATE DEPARTMENT OF LABOR AND INDUSTRIES/CLASSIFIED EMPLOYEES JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section XI: Committee - Responsibilities and Composition

## 59. WASHINGTON STATE DEPARTMENT OF TRANSPORTATION JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section XI: Committee – Responsibilities and Composition

#### 60. WEST SOUND PIPE TRADES APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director

## 61. WESTERN STATES BOILERMAKERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XII: Subcommittee

## 62. WESTERN STATES ENGINEERS TRAINING INSTITUTE

Section XIII: Training Director

## 63. WESTERN WASHINGTON LATHING, ACOUSTICAL & DRYWALL SYSTEMS & THERMAL INSULATION INSTALLERS APPRENTICESHIP COMMITTEE

Section XIII: Training Director

#### 64. WESTERN WASHINGTON SHEET METAL JATC

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director

## 65. WEYERHAEUSER COMPANY APPRENTICESHIP COMMITTEE (RAYMOND)

Section XI: Committee – Responsibilities and Composition

M/S/C to approve items 28 - 65.

#### **GOOD AND WELFARE**

Tim Busch from the school employees program shared some concerns and some comments regarding the proposed WAC change before the State Board of Community and Technical Colleges in May.

I was one of the individuals that was involved in the first group of users that had an opportunity to look at all the issues that were raised by Substitute House Bill 1061. I think it was very clear whether we were talking about community college folks, apprenticeship users, or others. We all understand that the real root problem the State Board faces is, and I think apprenticeship faces, is adequate funding. So there was never a question that we don't think that there's an issue with funding. However, short of that transformation to the second level where everything really got filtered through the college presidents and other folks, the actual WAC changes came out in a fashion almost unrecognizable by the users.

Certainly we recognize that because of some of the budget constraints that there might be an issue about raising tuition, but when we actually saw the WAC and the proposed WAC changes, I was really appalled. We appreciate, and particularly from my statewide program,

the ability to clarify the graded class is very important. That's been a major factor for us. In fact, our committee can accept the raise of the tuition from a one - from two-thirds waiver to a 50 percent waiver. But to change the language to make that waiver not only permissive anywhere between no waiver and 50 percent, when you're trying to operate a statewide program, is totally untenable.

The fact that Spokane might give us a 10 percent waiver and someone else on the west side might give us a 50 percent is not going to be acceptable to our apprentices. And frankly, I have very little trust that the State Board is going to monitor or do anything about it if there's a problem. So I would strongly encourage everybody in the apprenticeship committee to get to the public hearing in Yakima and voice their concerns. Thank you.

Bill McKenna echoed the previous speaker's comments. There's also two other areas in that same document we saw yesterday for the first time. Many of the apprenticeship communities, carpenters is one, electricians, and I believe the fitters, are aggressively pursuing and trying to get this apprenticeship experience to count towards an AA. Unless I misread something, there's probably two or three paragraphs that even hint at that action and don't promote it. It could be that I read it wrong. I hope I have. But it looks bad to me. There's also one clause that prohibits schools from backing out tuition from the contract year. I've done that with Renton for seven or eight years. I've asked seven or eight other schools to do that. They've all refused. There's no logic to not do it that way. It's an advantage to the school. It's an advantage to us. It might be guaranteed work for a few bookkeepers, but that needs to change too.

Dennis Kloida, Southwest Washington Pipe Trades JATC asked the Council to, between now and the July meeting, to review the possibility of having the final agenda posted 30 days prior to a council meeting. The WAC rules stipulate/state that you're supposed to have a notice of the meeting 30 days prior. I think it's going to clean up a lot of things if we can have the final agenda posted 30 days prior to a council meeting. So thank you.

Nancy Mason responded that the Department posts a draft agenda at least 30 days prior to the meeting. If the Council wishes to have the final agenda posted 30 days that means that the program sponsors are going to have to consult with the AC1's at 45 days. Everything has to be council-ready.

The Council has asked the Department to work with the programs when the submittals first come in. We do that. We also form a review team to try to assist to get everything up to speed, to the WAC's, RCW's, and the Council's policies. If it is to be a final agenda rather than a draft agenda at 30 days, people will have to consult with their apprenticeship coordinator before the 45 days and not drop it on their desk at deadline and then we have go and fit in some time, which we don't mind doing, but it will change the process of the Department in assisting programs. If it's not council-ready at 45 days, you come back next quarter. That's the consequence of a final agenda.

Pinky Dale, expressed her deepest thanks and gratitude to the apprenticeship council and her colleagues for their tremendous support that they gave during the legislative session to gain the process and the actual property for the Duwamish center. It's their expectation, with them

as partners, to develop that into one of the finest regional apprenticeship centers one has ever seen in the United States. Thank you very much.

Pete Crow had one appointment to make on the Compliance and Retention Subcommittee. I am removing myself from that committee and appointing Rick Schrader, who volunteered to be on it.

Chairman Crow wanted to tell everyone, they had a hard vote here today, and the Council is very concerned about the way we do business, and we are going to try to look at our legal responsibilities very closely. So anybody who is going to expand geographical area, for example, we're going to have the Department do due diligence to make sure they meet all the WAC and RCW requirements. So take that as a promise. I don't need to say any more. We have occasionally been inconsistent, and it's because the Council rotates, and people lose their institutional histories of the way things are done and sometimes we miss things. So we are going to be very careful about everything we do. And if anybody else would like to comment, go ahead.

Vice-chair Nichols: Speaking of institutional memory, I have about 16 or 17 years now, and I believe that everything that we do, we should be very careful about. We should discuss, we should analyze, we should make decisions that are based on what is best for apprenticeship always. And there may be areas for us to look into, such as geographical expansion. Also looking into the issues of retention, and making sure that we are watching out for the interests of potential apprentices and apprentices all around the state of Washington. You don't do that up here. You do that by having discussions, by having analysis, by having the best thoughts on the matter that you can. So I agree with Pete that we want to make sure that we are, in every arena, making sure we're doing what's best for apprentices.

#### DATE AND LOCATION OF NEXT MEETING:

JULY 15 - 16, 2004
THE HEATHMAN LODGE
7801 NE GREENWOOD DRIVE
VANCOUVER, WASHINGTON 98332

#### FUTURE MEETING SITES:

OCTOBER 2004 SPOKANE
JANUARY 2005 TUMWATER
APRIL 2005 CHELAN
JULY 2005 VANCOUVER

## ADJOURNMENT - APRIL 2004 WSATC MEETING 9:32 a.m.